



# pRide



JUNE 1996

THE NEWSLETTER BY AND FOR

RHODE ISLAND STATE EMPLOYEES

## LIMITED OPEN ENROLLMENT FOR HEALTH PLANS SET FOR JUNE 1-30

As you may know, there is a general agreement among the parties that a new health plan will be available by January 1, 1997. Therefore, we have requested the current carriers to extend the present contracts and rates for six months through December 31, 1996.

As a result, the carriers will not allow plan changes prior to Open Enrollment tentatively scheduled for October or November, 1996. However, we will have a **Limited Open Enrollment** from June 1-30, 1996 to accommodate employees who need to add dependents and/or go from a single to a family enrollment because they missed the opportunity to do so previously. Requests for changes should be handled through your agency Personnel or Payroll office and must be completed during the month of June. The effective date of any such changes will be the pay period beginning July 2, 1996.

## CANCER PLAN CHANGES

The payroll deduction Cancer Plan offered through Colonial Life will terminate with the expiration of the contract on June 30, 1996. No new policies may be written by Colonial Life after that date. However, if an employee who is currently enrolled in the Colonial Plan wishes to keep this plan, he or she may continue to do so through payroll deduction.

Effective July 1, 1996, the Cancer Plan will be offered exclusively to all employees through AFLAC, through payroll deduction. Further information on this plan will be available to you shortly in a payroll stuffer, and from your agency.

## NEW PUBLICATION RELEASED

A new publication titled, *Opening the Door to Opportunity for Individuals With Disabilities*, has recently been released. Copies are available from the Department of Administration, Division of Human Resources by calling 277-2187.

## DISABLED STATE EMPLOYEES MAY BE ENTITLED TO EQUIPMENT AS REASONABLE ACCOMMODATION

Rhode Island state employees and other qualified individuals are entitled to request auxiliary aids or equipment as a reasonable accommodation to perform their job or to gain access to state operated facilities and programs. Auxiliary aids include a wide variety of devices used by those with hearing, speech, visual and mobility impairments.

A qualified individual is defined as one who has a disability and is employed by the State of Rhode Island, or is a student at a state operated school. A resident of a state operated institution or healthcare facility may also be a qualified individual.

Qualified individuals who feel that they need auxiliary equipment to perform a job or take part in a state operated program, should inform the agency's ADA Coordinator. A detailed analysis of the individual's worker characteristics and job requirements may be needed to determine the precise limitations resulting from the disability and the appropriate accommodation needed to overcome those limitations.

If equipment or devices are required, a Reasonable Accommodation Request Form CS 388A, should be submitted to the agency's ADA Coordinator. Within 15 days of receiving the request, the Coordinator must determine if the equipment is available from the Handicapped Central ADA Equipment Pool. Equipment obtained from the pool will be provided at no cost to the individual or the employing agency.

The agency providing the reasonable accommodation is responsible for the cost of equipment up to the \$1,000 limit of a direct purchase order. The purchase request for equipment costing more than \$1,000 will be reviewed by the ADA Equipment Committee, and if approved, purchase will be made by the Committee.

If the committee rejects a request, it must state its reasons in writing to the agency's ADA Coordinator with a copy to the applicant. The Applicant may resubmit the request with additional information for reconsideration.

A copy of the complete Reasonable Accommodation Equipment Request Rules, which cover eligibility criteria and types of equipment that may be requested, is available from the Governor's Commission on the Handicapped, 555 Valley Street, Bldg. 51, 3rd Floor, Providence, RI 02908 — telephone (401) 277-3731 (v/tt).



## WORKERS' COMPENSATION DIVISION CELEBRATES 10th ANNIVERSARY



The State Employees Workers' Compensation Division recently observed its 10th anniversary at a **SUCCESS** celebra-

tion hosted by Administrator Frank Knight.

In reviewing the unit's accomplishments over the past decade, Knight noted that the group has come a long way from the 1986 days of a manual claim recording system, to its present sophisticated, automated system of tracking claims and forecasting trends.

"Ten years ago" said Knight, "the Division of State Employees Workers Compensation came into being with offices located at 235 Promenade Street, Providence. Used office furniture was moved from the basement of the State House to the office by division personnel. We had no computer capabilities. Our mission was to tackle and arrest one of the worse tax payer dollar loss areas in Rhode Island state government. Today, we are a **SUCCESS** story and you did it!"

The anniversary celebration was attended by many present and former division employees.

## DET/HRIC REACHES SEMI-FINALS IN INNOVATIONS IN AMERICAN GOVERNMENT AWARDS PROGRAM

by Nancy L. Piffard

The RI Human Resource Investment Council/Department of Employment and Training's (HRIC/DET) Competitiveness Improvement Program was selected as a semifinalist in the 1996 Innovations in American Government Awards Program sponsored by The Ford Foundation and Harvard University. Only 100 programs from a pool of 1560 applicants have advanced to this round.

"DET is delighted to be recognized in a national competition for a program designed to help Rhode Island's small businesses become more competitive. The grant money companies receive from the HRIC is used for such things as upgrading technology, to English-as-a-second-language instructions for workers," commented Lawrence G. Fitch, Director of DET and Executive Director of HRIC.

The Innovations program uses four criteria to evaluate each applicant: novelty, effectiveness in addressing important problems, value of the services provided, and degree to which it can be replicated in other jurisdictions.

If DET is selected as one of the 25 finalists, they will automatically receive a \$20,000 Ford Foundation grant to be used for replication and dissemination. From the 25 finalists, the National Committee will select up to fifteen \$100,000 winners!

DET will be notified of their standing in late May.

## REVISED EMPLOYMENT LAWS AVAILABLE

A revised and up-to-date compilation of **R.I. Employment Laws** has recently been released. The cost of the publication is \$25.00. Please make checks payable to the Division of Human Resources, and mail with your name and address to: R.I. Employment Laws, Department of Administration, Division of Human Resources, One Capitol Hill, Providence, RI 02908-5860, Attention Beverly Dwyer. For more information, call 277-2200.

## BACK ISSUES



We have a limited quantity of some back issues of **pRide**. This is an opportunity to bring your file up to date. Copies

may be obtained by calling 277-2187.

**pRide**, the state employees' newsletter, is published bi-monthly by the Division of Human Resources, Department of Administration, William E. Powers Building, One Capitol Hill, Providence, RI 02908-5860. 277-2200

**Director of Administration:**  
Robert L. Carl, Jr., PhD

**Associate Director, Administration/Human Resources:**  
Robert G. Tetreault

**Personnel Administrator:**  
Anthony A. Bucci

**Editor-in-Chief:**  
Donald J. Boisvert

**Executive Editor:**  
Beverly A. Dwyer

**Photographer:**  
Chet Browning, MHRH

**Editorial Board:**  
Susan Anderson, NBC • Patricia Borges, MHRH • Becky Bovell, DED • John DiTomasso, DOA • Anne Gregson, GTO • Joan Grenga, CJTD • Larry Grimaldi, DEA • Douglas Hartley, PUC • William Hawkins, III, CRMC • Frank Iacono, DLS • Raymond LaBelle, EMA • Tracey Manni, GO • Patricia Mathews, DCYF • Linda McArthur, RIHMFC • Delma McConnell, RILC • Sandra Nadeau, CCP • Nancy Piffard, DET • Michelle Santos, DOH

**Deadline for contributions to the August issue is July 10, 1996.**

**The State of Rhode Island is an equal opportunity employer and reasonable accommodations will be provided. For assistance, call EEO Office at 277-3990. (TDD 277-6144).**

### Children Count at Growing Children and Parents Count on Growing Children

Child care for State Employees

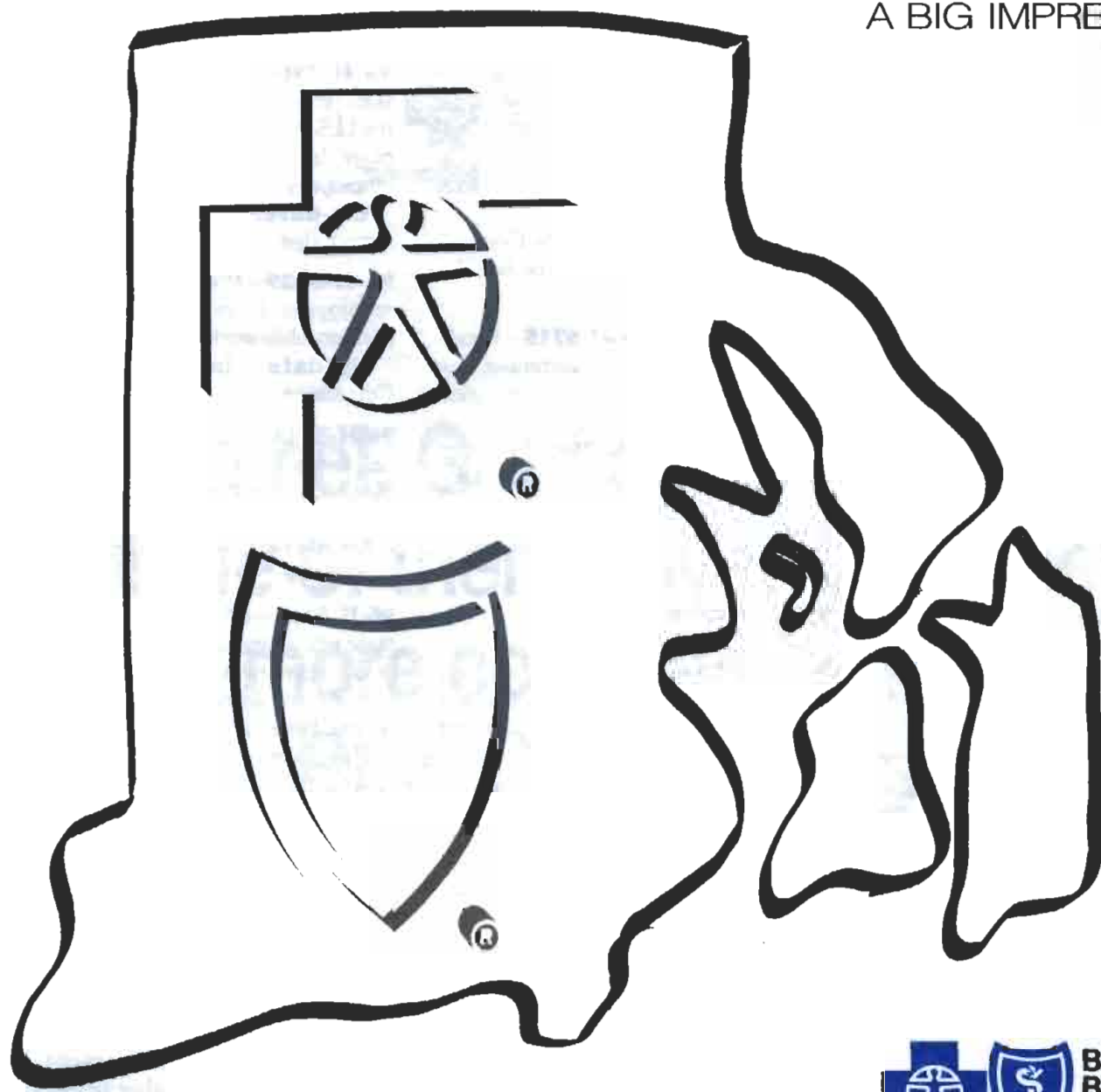
We earn parents trust by creating innovative learning programs for all age and development levels, by maintaining an impeccably trained and qualified staff, by providing a safe and healthy environment, and by making parents a meaningful part of our activities.

Growing Children of Providence  
located in the  
Dept. of Administration Building  
- Ground level -



Infants-\$110.00 for 5 days  
Toddlers-\$100.00 for 5 days  
Pre-school-\$95.00 for 5 days  
Call Karen Brownell at 331-3590  
NAEYC Accredited—Licensed by DCYF

WITH OVER 75% OF  
STATE EMPLOYEES  
ENROLLED,  
YOU CAN SEE  
WE'VE MADE  
A BIG IMPRESSION.





# BILLS ON THE HILL



Pending Legislation of Interest to State Workers

## LEGISLATION UP-DATE

Status of legislation of interest to state workers. Up-date as of May 9, 1996.

### SENATE BILLS

**96-S-2587 and 96-H-7827**—Establishes a medical savings account pilot program for state employees.

**Up-date:** **96-S-2587** referred from Senate Corporations Committee to Senate Finance Committee. **96-H-7827** in House Corporations Committee.

**96-S-2610 and 96-H-8535**—Repeals a provision of the retirement statute that allows the selection of multiple beneficiaries to receive lifetime annuity benefits upon the death of a member of the system. The repeal would allow for the selection of only one beneficiary.

**Up-date:** **96-S-2610 Sub A** passed House - currently held on Senate Desk - revision allows multiple beneficiaries to include children, adopted children, step children and/or spouse. **96-S-8535 Sub A** passed House and referred to Senate Finance Committee - revision is same as **96-S-2610 Sub A**.

**96-S-2783**—Repeals pertinent remaining provisions of the general laws granting service credits to members of the state retirement system for other than actual state service.

**Up-date:** In Senate Finance Committee.

**96-S-2817**—Includes school committee members with city or town council members as being entitled to retirement service credits.

**Up-date:** In Senate Finance Committee.

**96-S-2870**—Reduces the benefits payable to a member of the state retirement system to the extent of any contributions made by that member to a tax-sheltered annuity.

**Up-date:** Senate Finance Committee recommended measure be held for further study.

**96-S-2920 and 96-H-8510**—The Personnel Reform Act of 1996, the Governor's early retirement incentive bill.

**Up-date:** **96-S-2920** in Senate Finance Committee. **96-H-8510** in House Finance Committee.

**96-S-2977**—Transfers to the Retirement Board the power to appoint legal counsel to the board and establish and maintain accounts and statistical records previously held by the General Treasurer.

**Up-date:** Senate Finance Committee recommended measure be held for further study.

**96-S-3031 and 96-H-8715**—Establishes the R.I. State Government Pay Equity Act for equitable compensation for male and female state workers.

**Up-date:** **96-S-3031** passed Senate and referred to House Finance Committee. **96-H-8715** in House Finance Committee.

### HOUSE BILLS

**96-H-7225**—Provides that all new appointees of the Cranston police and fire departments, as a condition of employment, shall become members of the state retirement systems, and gives to those police officers and fire fighters with five years or less of service to the city of Cranston, the option of becoming members of the state retirement system.

**Up-date:** In House Finance Committee.

**96-H-7433**—Would allow only one spouse eligible for family medical and dental coverage when both spouses are employees of the state. In the event of the death of the policy-holder, the survivor would be immediately eligible for coverage.

**Up-date:** In House Corporations Committee.

**96-H-7437**—Requires persons purchasing service credits in the retirement system to pay full actuarial value and accrued interest for the purchase of such credits, and defines "full actuarial value" for the purposes of the act.

**Up-date:** In House Finance Committee.

**96-H-7917**—Amends the definition of "teacher" for the purposes of the teacher retirement law.

**Up-date:** Referred from House Labor Committee to House Finance Committee.

**96-H-7960**—Would afford retired state employees who are veterans of the U.S. Armed Forces the same health plan benefits provided to state employees.

**Up-date:** In House Finance Committee

**96-H-8139**—Prevents retired state employees from collecting a state pension while working for a city or town.

**Up-date:** In House Finance Committee

**96-H-8145**—Makes numerous technical amendments to the State Merit System, and in effect, creates the State Merit System Act of 1996.

**Up-date:** In House Finance Committee

**96-H-8163**—Allows members of the state retirement system to be members of the retirement system of any union and remain eligible to participate in and receive benefits of state retirement.

**Up-date:** In House Finance Committee

**96-H-8188**—Includes mutual funds as authorized deferred compensation plans for the state or any city, town or other political subdivision.

**Up-date:** In House Corporations Committee

**96-H-8399**—Allows the purchase of armed service credits without regard as to whether those credits count as service credits in any other retirement system in which the member is vested or from which the member is receiving a pension.

**Up-date:** In House Finance Committee

(continued on page 12)

## Blue Cross Dental

HOOTY SMITH

DENTAL

ZBA 061 677-06



Blue Cross  
Blue Shield  
of Rhode Island

**Enamel. Gold caps. Your lips.  
None of them cover your teeth  
more completely than  
Blue Cross Dental.**



What do most people want from a health plan? It's simple: the best health care possible. Health care that can actually improve your health, and your life. Health plans with the doctors, hospitals and benefits to meet your changing needs. Care that's affordable. And this is just the kind of care the health plans of Harvard Pilgrim Health Care of New England have been providing for 25 years.

#### WELCOME TO OUR FAMILY.

In the Rhode Island area, we're a family of health plans that includes Harvard Pilgrim Health Care of New England and Pilgrim Health Care. We offer you a wide variety of health care options. Including convenient

almost every city and town in your region. All our plans and all our people, however, share a common goal: to deliver the best care and coverage possible, whether your medical needs are simple or require complex specialty or hospital care.

#### OVER 1,000 EXCELLENT DOCTORS TO CHOOSE FROM. MAYBE EVEN YOURS.

Next to family and friends, there's nothing more personal than the doctor-patient relationship. That's why our family of health plans include so many dedicated, caring physicians. In fact, the doctors you and your neighbors have been seeing for years are

probably on our list. If not, we'll work together to find a personal doctor you're comfortable with.

# MAKING LIFE BETTER

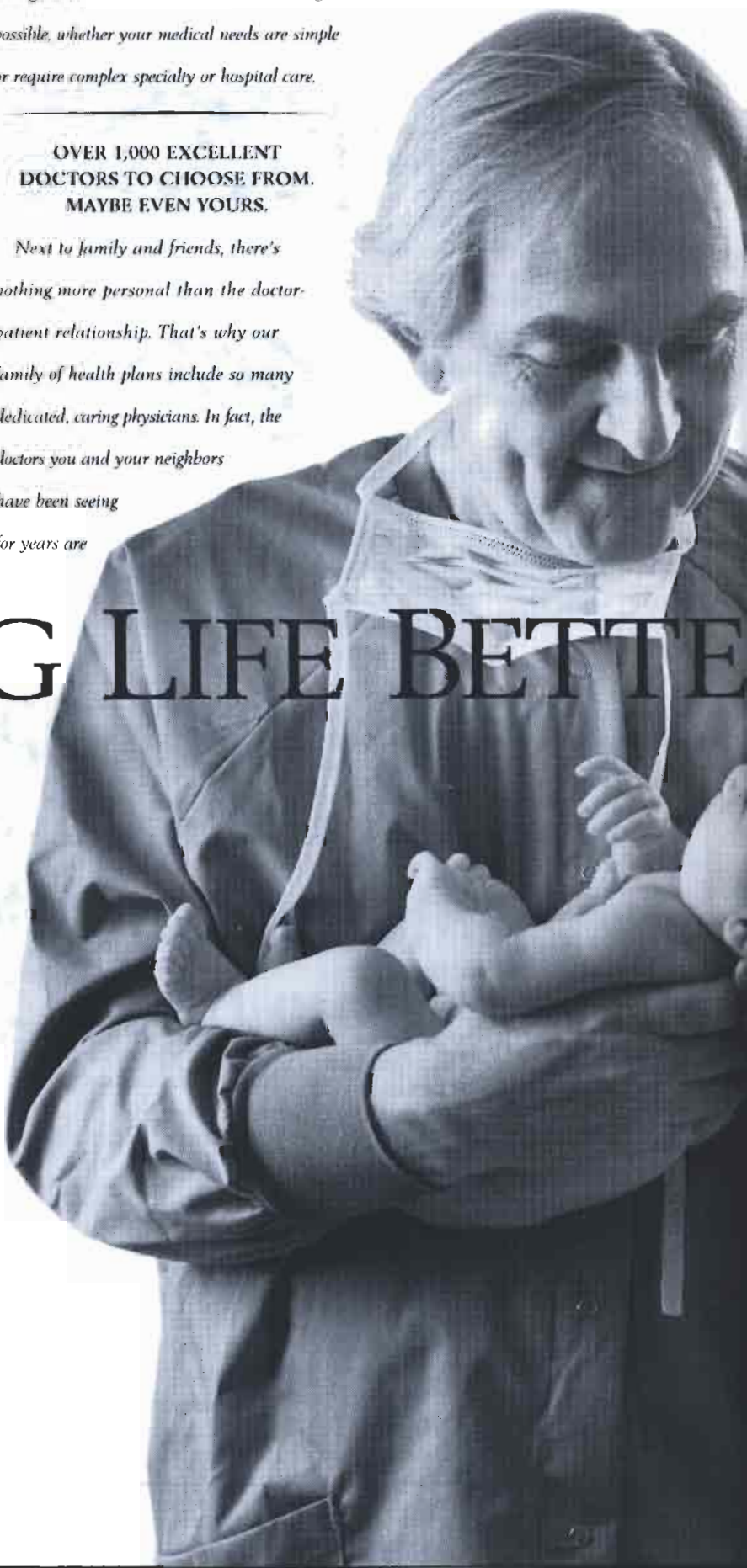
health centers where almost all the care you need can be found under one roof. Group practices that offer you primary care and specialty doctors. And individual community practices in



Why I joined Harvard Pilgrim Health Care of New England.

**Nathan Beraha, M.D.**  
Pediatric Cardiologist

"At Harvard Pilgrim, doctors are very active in making the decisions that ultimately affect the care we give our members. Frankly, this makes us different from a lot of other health care providers and insurance companies. Most important, it lets us ensure our members receive the finest care."





Why I joined Harvard Pilgrim Health Care of New England.

**Dea Angiolillo, M.D., Internist**

"I love the practice of medicine. It is a profession that includes both intellectual challenges and a chance to connect with other people in a very special way. And sometimes you make a real difference in someone's life. What an incredible privilege!"

Our doctors also include many of the world's finest specialists in cardiology, oncology, obstetrics/gynecology and other fields. And, of course, our doctors use many of the best hospitals available throughout Rhode Island.

#### COVERAGE AND BENEFITS THAT FIT YOUR LIFESTYLE.

Do you like to travel? You'll leave home knowing you're covered around

the globe. Pregnant or thinking about having children? Our prenatal, maternity and infant health programs are among the best in the nation. Want to stay fit or help your kids learn to



Why I joined Harvard Pilgrim Health Care of New England  
**Wayne Clairborne, M.D., Obstetrician/Gynecologist**

"At Harvard Pilgrim, there is no cloning of personalities, skills or styles. Each of us is encouraged to grow both professionally and personally which makes us better physicians. The result of this is an atmosphere where the patient gets to be the center of our universe."

swim? Then you'll enjoy our fitness benefits that include discount visits to participating YMCAs and other clubs. Want to quit smoking, manage stress or improve your nutrition? We've got the information and programs you want.

continually working towards innovative health care solutions. By encouraging the early detection



We offer a family of health plans throughout most of New England.

and treatment of serious problems like heart disease, cancer or asthma. By working closely with doctors and hospitals to quickly and effectively restore you to good health. By doing all this affordably. It's a smart and caring approach to medicine, and one we know you'll appreciate.

# It is OUR LIFE'S WORK.<sup>SM</sup>

And these are just some of the many ways our people work to make your life better.

#### MAKING THE HEALTH CARE YOU DESERVE AFFORDABLE.

At Harvard Pilgrim Health Care of New England, your health is our first priority. But we know you're concerned about the cost of health care. That's why we put more into what's really important to your good health, and less into administration and paperwork. We do this by helping prevent illness through immunizations and wellness programs. By



Why I joined Harvard Pilgrim Health Care of New England  
**Fortunato Procopio, M.D., Pediatrician**

"I became a doctor because I liked biology. But I soon realized practicing medicine is a lot more than that. It's part lending an ear to a concerned parent and it's part remembering a child's favorite flavor of ice cream. I enjoy my work and I know my colleagues feel the same way. Together, we provide excellent care."

We think you'll find the doctors, other medical professionals and, indeed, all the people who are part of the Harvard Pilgrim Health Care of New England family are truly dedicated to helping you make your life better. For more information about

the plans available to you, ask your employer or call us directly at 1-800-848-HEALTH.

Physician practice options differ by plan. Call for the options available to you.



## pRide in performance

**Stanley Severance** works in the Real Estate Division of the Department of Transportation. Stanley took a course sometime back, offered by the Office of Training and Development called, "Perceptions of People . . . How Different Are We?" It changed his attitude towards people of other cultures, and virtually changed his life. This is his story in his own words.

"I attended a training session on Understanding Refugees where Karon Dionne and several refugees from the former Soviet Union and Siberia spoke about the training that they received at Rhode Island College in Project GRAPHIC (Giving Refugees a Promising Headstart In Computers). After listening to the horrors that some refugees endured, and of the obstacles they often encounter here in their newly adopted country, I decided to do what I could to help them.

**"THE MORE YOU GET TO KNOW OTHER PEOPLE, THE RICHER YOU ARE. YOU ALWAYS SEEM TO GET BACK MORE THAN YOU GIVE."**

"I realized that newcomers to this country need some help in learning English, so I volunteered as a tutor. We started at Rhode Island College, and then moved to the homes of those being tutored. My hours quickly increased from the initial two hours per week of volunteer work, to nearly every evening and some weekends. However, I really enjoyed the chance to learn about different cultures, Russian, Hispanic, etc. The more you get to know other people, the richer you are. You always seem to get back more than you give.

"I am presently tutoring a Russian family. I started tutoring a son, but then the rest of the family asked to sit in on the lessons, so my class quickly grew. Each time I go to their home, they offer me food and explain their traditions to me. Through these interchanges, I have found that the Russian perception of America differs greatly from reality.

"This past Thanksgiving, I had four members of a Russian family at my home for dinner. Seeing these refugees from Siberia at their first Thanksgiving dinner in their new country, reminded me of our Pilgrims and their first Thanksgiving feast in America. I know my Russian friends enjoyed celebrating an American holiday with an American family. This experience also helped them to learn about the various aspects of American life, including a truly original American holiday, and the foods and traditions associated with it.

"Rhode Island College also had a program teaching English to Hispanics, and I volunteered some extra hours for those students. We met in their homes in the evening, and we developed our conversational skills. I quickly noted the glaring contrast between my Russian and Hispanic friends. Hispanics are warm, open, outgoing, and fun-loving. Russians on the other hand, are often dour, reserved, and sometimes distrustful of Americans. This is not surprising when you learn their history and consider their hardships.

"I encourage anyone interested in learning about different cultures, and willing to tutor a student in English, to teach them our American traditions, or just to befriend them, to call Karon Dionne at 456-8698. It has truly been a rewarding experience for me."



**A. Kathryn Power**, MHRH Director, was recently honored by the YWCA of Greater Providence when it selected her for its "Outstanding Woman in Public Service" award for her significant contributions as a public servant. The award was made at the Business Expo '96, held at the Convention Center in early spring.

**A. Kathryn Power** Responding to the award, Power said, "I am honored to accept this award which recognizes the nature of public service that I encounter every day. I am surrounded by dedicated, imaginative and hard-working people in the public sector. It is gratifying that the superb work of the public sector is recognized by this prestigious award."

Before heading one of the state's largest agencies, Power was director of the former Office of Substance Abuse, and sat on the National Drug Policy Task Force. She is also a Commander in the U.S. Naval Reserves.

A strong advocate for quality mental health services, she is a tireless worker for the rights of persons with disabilities, and throughout her career has sought to expand public awareness of mental health issues.

Her public and private contributions which include mentoring scores of persons seeking help in career skills development, was a significant factor in selecting her for this year's award.

Other Outstanding Women Honorees who are state employees and were nominated for the Outstanding Woman in Public Service award are: **Ann Bonenfant**, R.I. State Police; **Joann Flaminio**, R.I. State Employees Retirement System; **Elizabeth Laposata, MD**, Chief, RI Office of Medical Examiner; **Nancy Meyer**, Treasurer, State of RI; **Roberta Richman**, Department of Corrections; and **Diane Roberts**, DCYF.

All are to be congratulated for their exceptional work performance and contributions to public service, which qualified them for nomination for this prestigious award.

\* \* \*



**Alice M. (Del Grande) Reeder**, a Cook's Helper at Rhode Island College's Donovan Dining Center, is the proud recipient of the 1996 Rhode Island College Alumni Association - RIC Staff Award.

Mrs. Reeder, a North Providence resident, has been a state employee since 1977 and has spent her entire career in State Service at RIC Dining Services.

The award was given to Mrs. Reeder, affectionately known on the RIC campus as "RIC's Mama" "for her exceptional quality of service and for her wide recognition in the RIC community, in presenting a positive public image of the college and of state employees."

Mrs. Reeder is one of six winners of this year's RIC Alumni Awards. Also honored were: **Erin Kavanaugh**, Alumna (continued on page 10)



# How Does Our Service Measure Up?

United Health Plans has more than 233,000 members. And 93% pay us the highest compliment, saying they would recommend us to a friend. We appreciate the vote of confidence, because we know that service is important to our members.

One of the following features might be the right reason for you to join United Health Plans...

- more than 4,550 providers to choose from
- NurseLine, a toll-free telephone information service available 24 hours a day
- reminders for preventive tests, immunizations and screenings
- superior customer satisfaction

People who choose United Health Plans discover that we become a partner in helping them coordinate their health care needs. And when you become a member of United Health Plans, you become a friend...for life.

For information, ask the State Employee Benefits Office or call United Health Plans directly at 1-800-447-1245.

**United Health Plans  
of New England, Inc.<sup>SM</sup>**

*National Leaders. Neighborhood Doctors.*

475 Kilvert Street ■ Warwick, RI 02886-1392





## pRide in performance

(continued from page 8)

of the Year Award; **Harriet Brisson**, Faculty Award; **D. Scott Molloy**, the Charles B. Willard Achievement Award; **H. Philip West, Jr.**, Alumni Service Award; and **George D. Metrey**, Special Award for Distinguished Contributions to the College.

Awards were presented to all honorees at a dinner ceremony held on May 9th at the RIC campus.

\* \* \*

Two women state workers were recently elected to four year terms on the Retirement Board of the Employees Retirement System of Rhode Island.



**Linda Riendeau meets the First Lady during her recent visit to Rhode Island.**

**Linda C. Riendeau**, an eighteen year veteran of state government, garnered the largest number of votes among state employees.

A Revenue Officer in the Division of Taxation, Linda is President of Local 2448 (DOA), American Federation of State, County, and Municipal Employees (AFSCME), Council 94; an Executive Board Member of AFSCME, Council 94; an Executive Board Member of the R.I. AFL-CIO; a member of the Coalition of Labor Union Women (CLUW), and a member of the Legislative Study Commission on Pay Equity and Comparable Worth.



**Linda Masse**

**Linda Masse**, a Registered Nurse, has worked at Eleanor Slater Hospital for 18 years. She is a graduate of Rhode Island College, and is certified in Gerontological Nursing. Her goal she says is "to read, learn and become an informed member of the State Employees Retirement Board, on which I am proud to serve; to represent all state workers with personal integrity, professional competence, with courage to act, and with fiduciary responsibility at all times."

Linda is a Captain in the U.S. Army Reserves attached to the 455th Army Field Hospital in Providence, and has been in the reserves for 21 years. She is a board member of the R.I. Nurses Association. This active lady still finds time to "golf, ski, ride a bike, garden, read about business and investing opportunities, and attend medical seminars."

\* \* \*

**Richard "Dick" Bouchard**, Certified Project Manager for the State of Rhode Island Emergency Management Agency, has had an article published in the March issue of **Radio World** a publication with a national circulation. The technical article, "Rhode Island Readies Its New EAS"



is a comprehensive and detailed plan for the smooth transition from the present Emergency Broadcast to the new Emergency Alert System approved by the Federal Communication Commission. Copies of **Radio World**, containing Dick's article, were distributed at the National Association of Broadcasters (NAB) meeting held in Las Vegas in March.

Congratulations Dick. A superior job as always!

## RHODE ISLAND CHAPTER IPMA ELECTS NEW SLATE

The Rhode Island Chapter of the International Personnel Management Association (IPMA), held chapter elections in May at a dinner meeting held at the Providence Marriott.

**Frank M. Clifford**, a Registered Representative for the Aetna Life and Casualty Insurance Company, was elected President for 1996-97.



A retired member of the Rhode Island State Police (RISP) with 21 years of service, Clifford is employed by Aetna, and is responsible for sales of annuity products, and pension plans. He is a graduate of Bryant College, with advanced courses in financial planning and securities. He is co-author of *Pay Laws*, with Trooper John Herman of the Connecticut State Police.

Other newly elected RI IPMA officers include: President Elect: **Carol McMahon**, DCYF;

Past President: **David Carpenter**, MHRH; Secretary: **Debra Jodoin**, OPA; Treasurer: **Bette McCabe**, RIC. Members at large: **James A. Pitassi**, OPA; **Dolores Sisson**, DBR; **Richard Eposito**, MHRH; **Robert W. Holmes**, RI Med. Ctr.; **Susan Jay**, OAG. Ex-Officio: **Ronald Clare**, OPA; **Fred Colonies**, CCRI.

The Rhode Island Chapter of the International Personnel Management Association (IPMA), is a non-profit organization whose aim is to promote current and beneficial information in the field of personnel administration. The goal is to provide continuing education and training opportunities to personnel professionals.

Membership is open to anyone interested in improving personnel management in public employment, and the advancement of professionalism and knowledge in public personnel administration.

Annual dues are \$10.00. An Application form may be obtained from R.I. Chapter IPMA, P.O. Box 28465, Providence, RI 02908, or from any member of the Executive Board.

## PUBLIC UTILITIES PERSONNEL HOST PROJECT OPPORTUNITY CLASS

The Public Utilities Commission and the Division of Public Utilities and Carriers recently hosted a field visit from a Project Opportunity class.

Project Opportunity, a work training/educational program for welfare mothers, is funded by the R.I. Department of Education, and the Department of Human Services, and is administered by Pawtucket Public Schools. The program provides educational, work related training to prepare women participants for an independent future through employment.

The visitors were given a tour of the agency, and a brief overview of the function of each section. The class was later joined by female staff members for refreshments and an open discussion on women in the workplace.

Staff members **Leslee Clement**, **Donna Conway**, **Pat Dodd**, **Cam Healey**, **Mary Kent**, **Diana Moniz**, **Kate Racine** and **Adrienne Southgate** gave presentations pertaining to education and job skills needed to perform in particular positions of employment.

On a more personal level, the presentations included helpful information on topics ranging from overcoming the fear of interviews, balancing work and family, and the value of continuing education, to the importance of exercising ones right to vote. Discussions were lively, and all participants felt that the event was a huge success.



# Freedom

TO CHOOSE ANY PHARMACY...

...in our network. United Health Plans has over 350 pharmacies to choose from. Choose a location that is most convenient for you - near work or close to home!

You may purchase your prescriptions from any pharmacy in the United Health Plans network.

However, so that one pharmacist will get to know you and your family, you should try to purchase all or most of your prescriptions at the same pharmacy.

For more information, ask the State Employee Benefits Office, or call United Health Plans directly at 1-800-447-1245.



**United Health Plans of New England, Inc.<sup>SM</sup>**

*National Leaders. Neighborhood Doctors.*

475 Kilvert Street ■ Warwick, RI 02886-1392 ■ (800) 447-1245



## Bills on the Hill

(continued from page 4)

**96-H-8552**—Requires that an unresolved public employment contract be resolved by a binding judicial process.

**Up-date:** House Labor Committee recommended against passage

**96-H-8579**—Adds two members to the composition of the retirement board: one to represent retired teachers, and one to represent retired workers.

**Up-date:** In House Finance Committee

### NEW LEGISLATION NOT PREVIOUSLY REPORTED

**96-H-8719**—Expressly defines "sexual harassment" and prohibits such conduct as a condition of employment. In addition, it would require all workplaces to properly display notice regarding the illegality of such harassment as well as remedies available to offended employees.

**Up-date:** Referred from House Labor Committee to House Finance Committee.

### INFORMATION ON LEGISLATION MAY BE OBTAINED BY THE FOLLOWING MEANS:

#### BY TELEPHONE

For status of bills  
Legislative Hotline 751-8833  
1-800-547-8800

For copies of legislation  
Library Services 277-2473

For information on legislative hearings  
Secretary of State Office of Public Information 277-2357

#### BY FAX MACHINE

Fax Back 277-1308

#### BY COMPUTER

Legis BBS 277-2910  
Access by PC with modem and communications software provides information on committee hearings, schedules, House and Senate calendar, committee membership, etc.

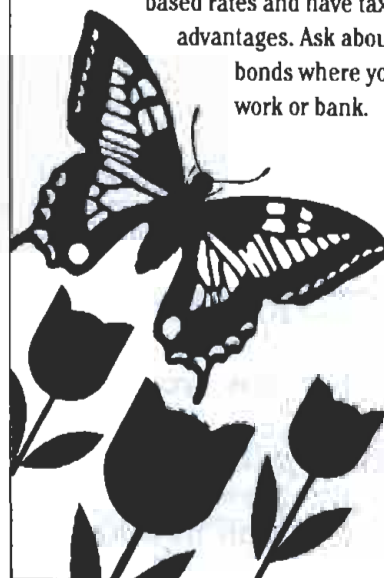
Access also available on  
Worldwide Web  
<http://www.rilin.state.ri.us>  
or  
<http://www.state.ri.us>

## Spring!

### Time for a New Look

Spring is a time for new life and a fresh look at things. That makes it a great time to reorganize your finances to include U. S. Savings Bonds. Bonds are safe, easy to buy, earn market-

based rates and have tax advantages. Ask about bonds where you work or bank.



Take  
Stock  
in America **U.S. SAVINGS BONDS**

## O.T.D.

Office of Training and Development

### Summer Courses June-July

- Introduction to Windows 3.1 ... Fee \$20
- Pagemaker Basics (Desktop Publishing) ..... Fee \$40
- Lotus 1-2-3-WYSIWYG Basics Fee \$20
- Using Window's File Manager Fee \$20
- Effective Writing ..... Fee \$40
- Children of Domestic Violence Fee \$20
- Date Rape ..... Fee \$20
- Effective Hiring Interviewing Techniques ..... Fee \$20
- Getting Your New Employee Started Right ... Strategies for Beginning With New Hires And Transfers ..... Fee \$20

For more information call the Office of Training and Development (OTD) at 277-2877. For hearing impaired TDD 277-6144.



A DCYF Licensed Child Care Center

- \*6:45 am - 6:00 pm
- \*18 months- 5 years
- \*Hot lunch and snacks
- \*Special state employee rate

Located in the Mathias Building of the  
Eleanor Slater General Hospital  
Cranston, RI

For information call :  
Jeannette Westcott, Director 464-2169 or  
the YMCA of Cranston 943-0444.

### COMING EVENT

**WHAT:** Press conference on the findings of the Legislative Study Commission on **Pay Equity** and Comparable Worth.

**WHEN:** June 10 - 9:00 a.m.

**WHERE:** Atrium, Wm. E. Powers (DOA) Building, Providence.

**WHO SHOULD ATTEND:** All are invited, including personnel, labor and department legal counsels, affirmative action committee members, union officials, special interest groups, and **ALL WOMEN!**